May 31, 2019

To: All Service Contractors

Subject: **Service Fitters Wage Rates Effective July 1, 2019**

The Service Fitters wage rates for the period July 1, 2019 – December 31, 2019 are as follows:

<table>
<thead>
<tr>
<th>Rate</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td>$42.35</td>
</tr>
<tr>
<td>4th Year</td>
<td>$34.80</td>
</tr>
<tr>
<td>3rd Year</td>
<td>$28.83</td>
</tr>
<tr>
<td>2nd Year</td>
<td>$24.74</td>
</tr>
<tr>
<td>1st Year</td>
<td>$20.51</td>
</tr>
<tr>
<td>New Employee</td>
<td>$15.01</td>
</tr>
<tr>
<td>Shop Hands</td>
<td>$27.47</td>
</tr>
</tbody>
</table>

Attached is a full breakdown of the wage rates and fringe benefits.

Tony Saporito  
Secretary
<table>
<thead>
<tr>
<th>Code</th>
<th>Class</th>
<th>Description</th>
<th>1st Year Person</th>
<th>1st Year Person (1st 6 mos.)</th>
<th>1st Year Person (2nd 6 mos.)</th>
<th>2nd Year Person</th>
<th>3rd Year Person</th>
<th>4th Year Person</th>
<th>Journeyman</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Wage Rate</td>
<td>Per Hour</td>
<td>$4.01</td>
<td>$4.01</td>
<td>$4.01</td>
<td>$4.24</td>
<td>$4.74</td>
<td>$4.88</td>
<td>$4.94</td>
</tr>
<tr>
<td>2</td>
<td>Education</td>
<td>Per Hour</td>
<td>$5.50</td>
<td>$5.50</td>
<td>$5.50</td>
<td>$5.50</td>
<td>$5.50</td>
<td>$5.50</td>
<td>$5.50</td>
</tr>
<tr>
<td>3</td>
<td>Training</td>
<td>Per Hour</td>
<td>$6.25</td>
<td>$6.25</td>
<td>$6.25</td>
<td>$6.75</td>
<td>$6.95</td>
<td>$7.10</td>
<td>$7.35</td>
</tr>
<tr>
<td>4</td>
<td>Workdays</td>
<td>Per Hour</td>
<td>$4.40</td>
<td>$4.40</td>
<td>$4.40</td>
<td>$4.40</td>
<td>$4.40</td>
<td>$4.40</td>
<td>$4.40</td>
</tr>
<tr>
<td>5</td>
<td>Working</td>
<td>Per Hour</td>
<td>$4.40</td>
<td>$4.40</td>
<td>$4.40</td>
<td>$4.40</td>
<td>$4.40</td>
<td>$4.40</td>
<td>$4.40</td>
</tr>
<tr>
<td>6</td>
<td>Overtime</td>
<td>Per Hour</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Benefits</td>
<td>Per Hour</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Payroll</td>
<td>Per Hour</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Earnings</td>
<td>Per Hour</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Wage Rate Notice: July 1, 2019 to December 31, 2019

Metal Trades Branch
Wage Rate Notice: July 1, 2019 - December 31, 2019

<table>
<thead>
<tr>
<th>Wage Rate</th>
<th>Code</th>
<th>Class</th>
</tr>
</thead>
<tbody>
<tr>
<td>$4.20</td>
<td>D</td>
<td>Shop Hands - (1st Year no experience)</td>
</tr>
<tr>
<td>$4.47</td>
<td>D</td>
<td>Shop Hands - (1st Year with experience)</td>
</tr>
<tr>
<td>$4.20</td>
<td>D</td>
<td>Shop Hands</td>
</tr>
</tbody>
</table>

New York City (5 Boroughs) Minimum Wage Law Eff. 7/1/19

Based on the current NYC law, any Shop Hands whose physical locale is within the 5 boroughs must be paid a statutory minimum wage of $15.00 per hour. All Shop Hands outside of the 5 boroughs should adhere to the wage rates as posted on this notice.

<table>
<thead>
<tr>
<th>Class</th>
<th>Wage Rate</th>
<th>% Per Paid Hour</th>
<th>% Per Paid Hour</th>
<th>% Per Paid Hour</th>
<th>% Per Paid Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.75%</td>
<td>$0.35</td>
<td>$7.10</td>
<td>$0.35</td>
<td>$7.10</td>
<td>$0.35</td>
</tr>
<tr>
<td>0.75%</td>
<td>$0.35</td>
<td>$7.10</td>
<td>$0.35</td>
<td>$7.10</td>
<td>$0.35</td>
</tr>
<tr>
<td>0.75%</td>
<td>$0.35</td>
<td>$7.10</td>
<td>$0.35</td>
<td>$7.10</td>
<td>$0.35</td>
</tr>
</tbody>
</table>

UA Organizer Fund: $0.10
Enhancement Fund: $0.15
Building Fund: $0.10

(1) Work Dues

 Welfare

 Pension

 Health

Per Paid Hour

Wage Rate

Class

Per Paid Hour